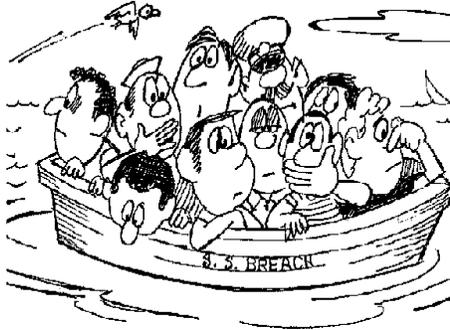


EVALUATING YOUR KOINONIA



Evaluation is an everyday occurrence. You and I are constantly evaluating the people, products, events, and organization we encounter. We go about this process consciously and unconsciously. Our judgment range from instantaneous emotional reactions to careful reflections and most frequently our evaluation are random or *informal* in nature.

What is Evaluation?

Evaluation is one of those words that seem to have a different shade of meaning for every person. But our definition here is something like this: “**Evaluation is the systematic process of obtaining information and using it to form judgement, which in turn are useful in decision making and improvement.**”

An example of information you need in making judgment and finally, decision:

- ◆ Four-koinonia member dropped out of the group after three months, but continued to attend other church activities. **Action:** *I must contact the former member and determine why they chose to withdraw from the Koinonia.*
- ◆ More than half of the members have expressed their dissatisfaction with the group's format. **Action:** *A format change is needed-explore alternatives at our next meeting.*
- ◆ Now that the members have ended, other still wants to spend time together and assist each other. **Action:** *The group can stay longer with the consent of the host and the children in the koinonia.*

Who and what do we evaluate?

At least four areas, perhaps more, can become the focus of your evaluation. The following are:

1. **Details** – Here the evaluation focuses on the stability of the day, time, and place the koinonia meets. Using the evaluation, you seek to make decisions on whether or not adjustment in these details is needed.
2. **Format** – Two sub-elements need to be addressed when making decisions about your Koinonias format: (1) how the allotted amount of time is divided and (2) the specific activities within the time structure. The structuring of your time is an important stewardship. You want to know if the way you divided your time is effective.

3. **Relationships** – Interpersonal relationship are important to the success of every koinonia. How people treat one another, communicate, express care for one another, share personal issues, and so on, must be judged. Your examination of these aspects is a vital factor in the evaluation process.
4. **Leadership** – Perhaps no single element has greater influence on the success of the group than does leadership. You as the servant leader set the tone, model and process, motivate the members, arrange the details, and so on. These entire aspect or group task should be evaluated.

Here are other areas of evaluation that can help you in your koinonia:

Background – the sum total of experience and expectation brought to the koinonia by its members.

- *To what extent are members prepared to enter the koinonia?*
- *What expectation do koinonia members have about their participation?*
- *What kind of people composes the koinonia?*
- *How were members invited to participate in the koinonia?*

Participating pattern – the frequency and level of interaction among the members and participation in the koinonia activities.

- *How much of the talking is done by the servant/leader?*
- *How much of the talking is done by the koinonia members?*
- *Do members feel free to participate?*
- *Do quiet members appear alert and interested?*
- *Are members forced to verbally respond?*

Communication – the verbal and nonverbal exchange of information, ideas and feeling among the group members.

- *Do members express their ideas clearly?*
- *What type of nonverbal communication is taking place?*
- *Is there freedom to express honest feeling and values?*
- *Do members feel free to ask for clarification?*
- *Are effort made to listen carefully when someone else is speaking?*
- *What marks the communication as being Christlike?*

Cohesion- the degree to which members are motivated to remain in the koinonia.

- *Does the Koinonia work well together as a unit?*
- *Are members seeking to spend additional time together outside koinonia meetings?*
- *What level of interest is expressed in-group task?*
- *Do members often speak of koinonia termination?*
- *Is biblical unity characteristic of the koinonia?*

Atmosphere – the spiritual, social, and emotional environment that exists within the koinonia.

- *What social climate does the koinonia characterize?*
- *Would the koinonia be described as relaxed or tense?*
- *Are members friendly or hostile to one another?*
- *Are group meetings informal or formal?*
- *Can opposing views or negative feelings be expressed?*
- *How is the love of Christ evidenced among members?*

Norms – the standard that govern the individual and corporate behavior of the koinonia members.

- *Do members understand and accept koinonia norms?*
- *What is the code of ethics governing the koinonia?*
- *Are groups standard in keeping with Koinonias goals?*
- *What is the biblical basis for the group's standard?*

Socio-pattern- the social patterns among koinonia members that emphasized attitudes and action reflecting acceptance or rejection.

- *Which members tend to identify and support one another?*
- *Are koinonia members from different social backgrounds?*
- *Which members seem repeatedly at odds with each other?*
- *What known "like" and "dislike" relationship exist?*

Procedures – the methods by which the koinonia operates.

- *How does the koinonia determine its task and/or its agenda?*
- *By what method does the group make decisions?*
- *How are various members assigned task?*
- *How does the group coordinate its various members and activities?*
- *How and what basis is the group evaluated?*
- *Do all group members know the accepted procedure?*
- *Are group task and meeting done in decent and proper order?*

Goals – those purpose or reason for which the koinonia exists.

- *Do Koinonia members clearly understand why the koinonia exists?*
- *How does the members arrive at its goals?*
- *Are the goals clearly defined?*
- *Are the goals in keeping with the intended purpose of the church's goal?*
- *Do the members know the koinonia goals?*
- *Do members express commitment to the goals?*
- *Do the goals reflect biblical ideals?*

NOTES

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